



MINIMUM WAGE INCREASES

There are twenty six states and/or jurisdictions increasing their minimum wage requirement in 2024. The chart below provides a quick reference to compare your employee rates in SynchronyHR's HRIS to what is required by state. Employers will be required to increase employee rates to meet the new minimum requirements by each states effective date. Please visit your state's website to gain more insight to each state's rules which may include additional requirements by city and county and/or minimum wage requirements for any tipped employees.

STATE	CURRENT MINIMUM WAGE	2024 MINIMUM WAGE*
AK	10.85	11.73 (1/1/24)
AZ *Minimum wages may differ by city/county	13.85	14.35 (1/1/24)
CA Minimum wages may differ by city/county	15.50	16.00 (1/1/24)
CO Minimum wages may differ by city/county	13.65	14.42 (1/1/24)
CT	15.00	15.69 (1/1/24)
DC	17.00	TBD (7/1/24)
DE	11.75	13.25 (1/1/24)
FL	12.00	13.00 (9/30/24)
HI	12.00	14.00 (1/1/24)
IL *Minimum wages may differ by city/county	13.00	14.00 (1/1/24)
MD – Less than 15 employees *Minimum wages may differ by city/county	12.80	15.00 (1/1/24)
MD – 15+ employees *Minimum wages may differ by city/county	13.25	15.00 (1/1/24)
ME *Minimum wages may differ by city/county	13.80	14.15 (1/1/24)
MI	10.10	10.33 (1/1/24)

STATE	CURRENT MINIMUM WAGE	2024 MINIMUM WAGE*
MN – Employer annual gross greater than \$500k *Minimum wages may differ by city/county	10.59	10.85 (1/1/24)
MN – Employer annual gross less than \$500k. *Minimum wages may differ by city/county	8.63	8.85 (1/1/24)
MO	12.00	12.30 (1/1/24)
MT	9.95	10.30 (1/1/24)
NE	10.50	12.00 (1/1/24)
NJ – 5 or less employees	12.93	13.73 (1/1/24)
NJ – 6 or more employees	14.13	15.13 (1/1/24)
NV	10.50	12.00 (7/1/24)
NY *Minimum wages may differ by city/county	14.20	15.00 (1/1/24)
OH	10.10	10.45 (1/1/24)
OR	14.20	TBD (7/1/24)
RI	13.00	14.00 (1/1/24)
SD	10.80	11.20 (1/1/24)
VT	13.18	13.67 (1/1/24)
WA *Minimum wages may differ by city/county	15.74	16.28 (1/1/24)

*This table is intended for informational purposes only and does not constitute legal advice.

Thank you for taking the time to carefully review the wages of your staff and making any necessary changes prior to the indicated effective date.

Please let us know if you have any questions and/or if there is anything we can do to help.

We hope you are having a wonderful holiday season and wish you the best in 2024!